

**Municipal Police Training Committee**  
**Monthly Meeting Minutes**  
**MANG Readiness Center**  
**Natick**  
**March 28, 2019**

**Call to Order**

At 9:49 AM, Chairman Jim Hicks called the monthly meeting of the Municipal Police Training Committee to order and greeted all present. Chief Hicks announced that there was not a quorum at that time. The meeting reconvened at 11:24 AM, when Captain Dalrymple from Boston Police arrived and established a quorum for the Committee meeting. Chief Hicks commenced the Committee meeting.

**Attendees: Voting Members**

Chairman Jim Hicks . Northeast Mass; Chief Scott Livingstone . Western Mass; Captain Keith Dalrymple . Boston Police Department; Chief Tom O'Donnell . Central Mass; Deputy Secretary Jennifer Queally . EOPSS, and Jim O'Brien . AGO.

**MPTC Staff**

Marylou Powers and Sheila Gallagher.

**Guests**

Brett Conaway, Joseph Cecchi, Angela Davis, Donna DaVeiga, Spencer Lord, Michaela Martini, Jerry O'Rourke, Raymond Richards, and John Scippa.

**Police Standards and Training**

AAG Jim O'Brien commented that the Standards Subcommittee did not have a quorum as well. However there were no issues with the requests that were presented. Chief Hicks added that the motion for the waivers should just include language for approval not recommendation for approval. The following requests were presented and approved by the Committee:

**Temporary Waivers:**

Charles Duquette,	Tisbury PD
Daniel Durawa	Tisbury PD

A motion was made to approve the two (2) temporary waivers as presented. There was a second and the motion passed by unanimous voice.

**Permanent Exemptions**

There were no requests for permanent exemptions.

**Disciplinary Hearing**

There will be an update at the next meeting pertaining to the disciplinary hearing that was held on January 30, 2019.

### **Review/Approval of Minutes**

A motion was made to approve the minutes for the February 20, 2019, meeting. A motion was made, seconded and a vote was taken. There were three (3) favorable votes and three (3) abstentions. There were no oppositions. Since there was no majority, the February 20, 2019, minutes were not approved. The approval of the minutes will be added as an agenda item for the next meeting.

### **Recruit Officer Training Updates**

Boston: Boston Police began with a class of 134 on December 3, 2018. Currently, there are 115 student officers remaining and the tentative graduation date is July 2, 2019.

Boylston: No academy dates scheduled at this time.

Cambridge/Northeastern: A class of 23 students will begin on May 6, 2019. There will be four Cambridge police officers in the class.

Cape Cod: A class will begin on July 8, 2019. There are currently eight confirmed students for that class and two other commitments.

FSU: There are currently 189 police students. There were 93 freshman who began the program and 75 students now remain. The 2<sup>nd</sup> ROC will begin May 20, 2019, and there will be 13 student officers.

Lowell: A class will begin on May 20, 2019.

NECC: There are 75 student officers remaining and graduation is set for April 12, 2019. A new class will begin on May 13, 2019.

Plymouth: A class of 57 graduated on February 22, 2019. The next class of 47 students is scheduled to begin on April 1, 2019.

Randolph: A class of 43 student officers remain and graduation is expected on June 28, 2019. The next class is scheduled to begin on September 9, 2019.

Reading: A class of 46 student officers remain and graduation is scheduled for August 13, 2019.

RTT: There are 175 student officers remaining and graduation is scheduled for June 27, 2019.

Springfield: A class of 43 student officers remain after the academy began on February 11, 2019. A July graduation is planned.

Transit: A class of 55 student officers remains after starting on March 25, 2019.

WMASS: There are 39 student officers remaining and graduation is April 12, 2019. The next class will begin on June 10, 2019.

Worcester: A class of 41 student officers remain. Worcester has 29 student officers and there are 14 student officers from outside agencies. Graduation is scheduled for June 28, 2019.

### **Executive Director's Report**

Marylou Powers announced that the MPTC received approval to hire an academy director for the Boylston Police Academy. The goal is to hire an Academy Director by June 2019. The paperwork is currently in human resources and the Boylston Academy will start in the fall.

Chief Hicks added that Secretary Turco and ED Zivkovich would like Chief O'Donnell to be part of the selection committee for the Boylston Academy Director position. The Secretary of EOPSS makes the final appointment for the position. Deputy Secretary Queally said that the decision to hire or appoint a position rests with EOPSS. The Committee will have input. Additionally, the academy director position for the Reading Police Academy will be posted in June for a fall hire.

Marylou Powers said that there was an article in Police One that discussed the future curriculum for police recruits. The MPTC is on the right track with the design and development of the new, recruit curriculum. Members of the Colorado POST spent three days visiting the Randolph Regional Police Academy. The group from Colorado loved the new curriculum and relayed that there was no standardized curriculum within their state. There are 33 police academies in Colorado and the majority are run through community colleges. The group from Colorado was quite impressed with the Massachusetts model.

Marylou Powers announced that several working groups have been created and are developing programs for their respective topics. The programs are listed below:

1. **Field Training and Evaluation (FTEP) Program:** This program is incorporating information from the new recruit curriculum.
2. **Front Line Leadership Program:** This program has replaced the former basic sergeant program and is in the process of revising the second iteration of the program. The group intends to develop an executive ladder series for police officers.
3. **Civil Rights Officer (CRO) Program:** There will be a meeting on April 26, 2019, to discuss what training should be included in the program. According to a recent request from Governor Baker asking all police departments to appoint a civil rights officer.
4. **School Resource Officer (SRO) Program:** The school resource officers desire to create different levels of training. The basic training for school resource officers will still be the National Association of School Resource Officers (NASRO) training. There may be specialized training for school resource officers that is comparable to in-service. Also, there may be an option for more advanced training.

Marylou commended Captain O'Rourke for bringing recruits from the Worcester Police Academy to volunteer at a soup kitchen and a local Catholic school. The recruits played with the kids and the day ended with a first responder mass. Many of the recruits marched in the St. Patrick's Day parade as well. There will be an upcoming day for recruits to participate in a clean-up day for the community.

Additionally, Marylou reminded the Committee that entry level fitness testing will begin on July 1, 2019. The Physical Abilities Test (PAT) is still required. However, both the PAT and medical results for police recruits will now be valid for nine (9) months. The entry level fitness assessment will be offered forty (40) days prior to the start of the academy. The health and wellness instructors will be administering the fitness test. If a candidate fails the initial test, the candidate will have an opportunity to retake the fitness test on the morning of orientation. The candidate will continue through the orientation if the candidate passes after retaking the test. Marylou told the Committee that if a department is able to send two (2) candidates to the retest (the candidate who failed plus an alternate who has a completed application packet), it enables the department to secure a spot in an academy if one of the candidates fails the test and the other passes it.

Chief Hicks said that he will meet with Regina Caggiano to discuss HRD's validation of the PAT with ED Zivkovich and Marylou Powers.

### **Open Discussion:**

Chief Hicks also mentioned that Worcester, Springfield and Boston had some concerns about the new recruit curriculum. This issue will be revisited at the next meeting.

Deputy Undersecretary Queally told the Committee that Secretary Turco had an internal meeting related to creating a POST. The goal is to reconvene the task force and finalize a recommendation that will be presented to the Governor.

### **Reserve/Intermittent**

Chief Hicks postponed the Reserve/ Intermittent topic for the April meeting. There has been a lot of discussion related to this issue.

### **In-service Topics**

In-service topics will be postponed for the next meeting. The Massachusetts Chiefs Association circulated information about a list of topics for in-service next year. Chief Hicks said the Committee needs to select topics for in-service no later than May.

### **National Guard**

Brigade Commander Brett Conaway welcomed the Committee members to the renovated Perkins Armory and provided an update on the police/initiative partnership. The National Guard commended the collaboration with the Worcester Police Department credentialing citizen soldiers to work as citizen police officer. Major Ray Richards updated the Committee about the soldiers in the reserve program. Currently, there are 31 soldiers in the soldier reserve program that began on October 29, 2018, and graduation is scheduled for June 23, 2019. The majority of these soldier reserves have been hired by police departments. Chief Hicks said that the National Guard will be presenting a proposal for a second iteration of the program in August. The National Guard is aware the MPTC has implemented a new recruit curriculum.

Chief Hicks added that the town of Natick allowed the Natick Police Department to purchase a MILO system about three (3) years ago. The Natick Police struggled to use the MILO system with the size of the police department. Chief Hicks asked Natick's town administration whether the National Guard could use the MILO equipment. The town approved Chief Hicks' request, and now the MILO system is located in the Perkins Armory.

## **New Business**

### **Water Safety**

Water safety will be discussed at the next meeting. Jon Blum asked whether it is necessary to teach recruits water safety in the pool. ED Zivkovich will provide additional information at the next meeting.

### **Moratorium**

Chief Hicks said he would like to establish a moratorium on the addition of more academies and it will be included as an agenda item for the next meeting.

### **Approval of Executive Session Minutes**

Chief Hicks confirmed the minutes from the Executive Session on February 20, 2019, have been approved.

## **Next Meeting**

The next meeting is scheduled for **Thursday, April 24, 2019**, at the **Randolph Regional Police Academy** located in Randolph.

## **Adjournment**

At 12:07 PM, a motion was made to adjourn the meeting. The motion was seconded and passed by unanimous voice.